

***California
Commission on Teacher Credentialing***

***Meeting of
November 6-7, 2002***

AGENDA ITEM NUMBER: **PREP - 1**

COMMITTEE: **Preparation Standards Committee**

TITLE: **Troops to Teachers Program Update**

 Action

 X **Information**

 Report

Strategic Plan Goal(s):

Goal 6: Provide leadership in exploring multiple, high quality routes to prepare professional educators for California's schools.

- Work with education entities to expand the pool of qualified professional educators.
- Pursue avenues with other organizations in expanding the pool of qualified educators.

Presented By: **Michael D. McKibbin**

Prepared By: _____ **Date:** _____
 Howard L. Giblin
 Assistant Consultant, Professional Services

Prepared By: _____ **Date:** _____
 Michael D. McKibbin, Ed.D.
 Consultant, Professional Services Division

Approved By: _____ **Date:** _____
 Beth Graybill
 Administrator, Professional Services Division

Approved By: _____ **Date:** _____
 Mary Vixie Sandy
 Director, Professional Services Division

Authorized By: _____ **Date:** _____
 Dr. Sam W. Swofford
 Executive Director

Troops to Teachers Program Update

Professional Services Division

November 6-7, 2002

<p>Executive Summary</p> <p>This report presents information on the Troops to Teachers program from 1995-2002.</p>
<p>Policy(s) Issue to be Considered</p> <p>Information only. No policy or issues to be considered.</p>
<p>Fiscal Impact Statement</p> <p>The Troops to Teachers program is funded through the U. S. Department of Education (DOE) and managed by the Defense Activity for Non-Traditional Education Support (DANTES). Funds provided from DANTES are used to offset expenses incurred by CCTC for managing the program for the state of California.</p>
<p>Recommendation(s)</p> <p>Information only. No recommendations are included in this report.</p>

Troops To Teachers Program Update 1995-2002

Professional Services Division

October 21, 2002

Background and Overview

The Troops to Teachers program was authorized by federal legislation enacted in the 1993 Defense Authorization Bill and is managed by the Defense Activity for Non-Traditional Education Support (DANTES) of the Department of Defense. The primary purpose of the program is to assist retiring or separating active duty military personnel and defense workers to begin a new career in public education.

Since 1995, the program assisted and counseled military personnel with more than six years active duty who were leaving the active service, and civilian defense workers with more than five years experience who had lost their jobs due to the downsizing of the armed forces. Since the inception of the program, 4,387 service members have made the transition from the military to classroom across the nation.

The California Commission on Teacher Credentialing (CCTC) has participated in this program since 1995. In February 1996 the Commission hired a full-time staff member to be the California Troops to Teachers state representative. Since then, 320 service members eligible for the Troops to Teachers program have made the transition into California's classrooms. Nationally, California has the fourth highest recruitment of former service members into teaching.

The Commission has collaborated with veterans representatives from the Department of Labor, the Employment Development Department and the Department of Veterans Affairs; as well as Transition Assistant Program Managers, military Education Officers, and Family Service Centers. Commission staff have also attended military job fairs throughout the state. Counseling on state teacher credentialing requirements and referrals to approved teacher preparation programs was also provided to the individual participants. The Commission and the Troops to Teachers representative also participated in the Worldwide Military Education Symposium, providing information to Education Officers from all branches of the service.

In 2001, California Governor Gray Davis established the California Teacher Recruitment Incentive Program (TRIP), and established six Teacher Recruitment Centers throughout California, including a TRIP center in San Diego. Because most military facilities in California are also located in the San Diego area, it was recommended that Troops to Teachers utilize the TRIP Center there. Dr. John Gantz, director of Troops to Teachers, DANTES, agreed.

The Sacramento County Office of Education (SCOE) has statewide responsibility for the Teacher Recruitment Incentive Program, under the direction of Deputy Superintendent Michael Carlson. Under an agreement with the Commission, the SCOE provides a Troops to Teachers office at the San Diego Recruitment Center located at the San Diego County Office of Education,

providing services to San Diego, Imperial and Orange counties and others as requested. In collaboration with the Commission, SCOE employs an individual to provide outreach for the Troops to Teachers program in California and provide assistance to individuals leaving the military interested in the teaching profession. Due to the success of the San Diego recruitment efforts, DANTES has indicated an interest in expanding the current grant to allow for similar activities in Northern California.

The Commission continues to provide technical assistance in the development and reporting of the project throughout the state, collaborates in the development of materials for the program and assists in accessing materials to promote collaboration throughout the state.

Program Administration and Funding

Originally, funding was appropriated for the Troops to Teachers program to provide stipends up to \$5,000 to individual participants to offset costs of teacher certification, and grants up to \$50,000 to school districts as an incentive to hire Troops to Teachers participants. As a result of the grant program, 107 school districts and county offices of education in California received a total of \$5.3 million in grant money for hiring Troops-to-Teachers participants. The program shifted its focus in 1995 from a financial support program to counseling and placement assistance and discontinued stipends to participants and grants to school districts and county offices of education. Since 1995, the Department of Defense has authorized no stipend or grant money for this program.

In 2001, Congress passed House Resolution 1 (HR1), the *No Child Left Behind Act*. As part of this Act, the Troops to Teachers program was transferred to the U. S. Department of Education. DANTES continues to manage the program. The Act also provided \$18 million for the Troops to Teachers program, including up to \$5,000 tuition assistance and/or up to a \$10,000 signing bonus for qualified participants. DANTES also oversees this financial assistance portion of the program. The support and efforts of the First Lady Laura Bush, who visited San Diego on March 23, 2001 to address military personnel, was instrumental in encouraging the inclusion of funds for the Troops to Teachers program in HR1.

Since 1995, the Commission has received more that \$948,000 from the Troops to Teachers program. Funding is used to support activities related to participation in Military Job Fairs, address Transition Assistance Classes, coordinate recruitment efforts with the Department of Labor, Department of Veterans Affairs, Employment Development Department and other agencies, and to provide information, counseling and assistance to separating military personnel through web-based and other communication media. California is one of 20 state offices funded by DANTES. The Commission also actively cooperates with the Teacher Recruitment Incentive Program Teacher Recruitment Centers and California's school districts and County Offices of Education.

In February 1996, the Commission established a toll-free number for those military personnel seeking California teaching positions. This has resulted in approximately 100 requests each month for information about the Troops to Teachers program and credentialing requirements for California. Individual packages of information on credentialing requirements and options are

provided. The prospective teachers report that the counseling and assistance provided has eased the transition into the teaching profession.

Through the efforts of the Commission, an agreement with National Evaluation Systems (NES) to allow service members stationed outside California and Oregon to take the California Basic Educational Skills Test (CBEST) at their local military Education Office in cooperation with NES and DANTES testing procedures. There are now 500 new test sites worldwide are available for military applicants.

The California Commission on Teacher Credentialing has also worked with the Chancellor's office of the California State University system to provide an out-of-state residency fee waiver for military members and their dependents stationed in California who do not qualify for resident classification under the general residency rules. This fee waiver allows for service members and their dependents to pay registration fees as in-state residents.

Program Outcomes and Future

Many Troops to Teachers participants have been recognized for their outstanding achievements with California's school children. Some have moved up into leadership roles such as assistant principal or principal. In May 1996, the Commission recognized nine Troops to Teachers participants at the annual Teacher of the Year celebration. These honorees were:

Charles Robert "Rob" Broderick
United States Army Corps of Engineers
Secondary Science Teacher
San Ramon Unified School District

William Ward
United States Air Force
Fourth Grade Teacher
Elk Grove Unified School District

Charles Dimmick
United States Air Force
Seventh and Eight Grade Science Teacher
San Juan Unified School District

Patrick Miller
United States Air Force
Mathematics Teacher
San Ramon Unified School District

Donnie Driscoll
United States Air Force
Special Day Class Teacher, K-8 Special Education
Butte Valley Unified School District

John Mays
United States Army
Social Science and English Teacher
Los Angeles Unified School District

John Simmons
United States Navy
Physical Education and Special Education Teacher
San Diego County Courts Schools and
Sweetwater Unified School District

John Waco
Northrup/Grumman Corporation
Ninth and Tenth Grade
Mathematics Teacher
Leuzinger High School
Centinella Valley High School

Michael Hubbard
United States Air Force
Fifth Grade Teacher
Los Angeles Unified School District

In 1998, The National Center for Education Information (NCEI) conducted a national survey of school districts and county offices of education that have hired Troops to Teachers participants. The response for individuals that entered teaching in California through the Troops to Teachers program was very positive. Some of the comments made by Superintendents in various California school districts were:

Brawley Union High School District – “The BUHS District has had an excellent experience with the Troops to Teachers program. Mr. ... is innovative and good for students. We would welcome an opportunity to work with more Troops to Teachers candidates.”

Butte Valley Unified School District – “We are delighted with this program and look forward to competent applicants. Our experience with Troops to Teachers has been outstanding. Please keep the lists coming.”

Elk Grove Unified School District – “Mr.... teaches preschool (Title I, Headstart) and is doing an excellent job. He could well be the “poster child” for your program.”

“Mr. ... maturity and sincere interest in children and education has been the cornerstone of his success thus far. He is willing to learn and has taken the opportunities to avail himself in professional development activities. Additionally, he has volunteered for many extracurricular activities. Mr. ... has great ability to be one of Elk Grove’s finest teachers.”

Hemet Unified School District – “Mr. ... continues to work well with all staff members, students and parents. He is a role model for many students and spends extra time helping and counseling families. He is a valued member of the staff.”

Los Angeles Unified School District – “As a classroom instructor, Mr. ... experience in the Navy was valuable in providing effective discipline, and a conducive learning environment for students. Students are motivated to learn in his class and always give positive remarks about him. He works collaboratively with teachers, students and staff.”

California schools have been greatly enriched by the strengths and contributions of former military personnel. Some examples are:

- Donnie Driscoll completed an internship program at CSU Chico, qualifying for a teaching credential in Special Education, Mild/Moderate. Ms. Driscoll is the only teacher credentialed in Special Education for an area that covers many school districts in the rural areas of Northern California. She developed a very good reputation and was recognized by the Commission on Teacher Credentialing in 1996 as one of the Teacher of the Year recipients. She subsequently returned to CSU Chico and completed the requirements for a Moderate/Severe endorsement on her teaching credential. Ms. Driscoll has continued to do a great job for the Northern California rural schools.
- Tom Orput completed a two-year teacher preparation internship program at Oakland Unified School District, then transferred to San Francisco Unified School District where he worked as a teacher then was offered a position as assistant principal as an intern while completing the requirements for his Administrative Credential. Mr. Orput has

completed a Masters program and a program for the Administration Credential. He is now an Assistant Principal at Willard Middle School in Berkeley, a 750 school with student school.

- In March 2002, President Bush recognized Chauncey Veatch, retired military officer teaching Social Science in Coachella Valley School District, as the national Teacher of the Year.

Conclusion

The Troops to Teachers program has enabled many individuals to become fully credentialed teachers in California. Many participants in Troops to Teachers have received awards and recognition for teaching excellence and some have moved into leadership roles such as assistant principal or principal. The program has become a significant asset for public education by tapping a pool of highly effective, dedicated, mature, and experienced individuals who serve as excellent role models for public school students. Troops to Teachers participants respond to the need for teachers in rural areas of California, such as Farmersville, Gravenstein and Hemet Unified School Districts and also fill the need for teachers in the inner city schools such as the school districts in San Diego, Los Angeles, Long Beach, Oakland, and San Francisco.

California schools have been greatly enriched by the strengths and contributions of former military personnel. Troops to Teachers participants have demonstrated that a successful military career can translate into a successful teaching career and the program has been a benefit to military personnel, states and school children.

